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Photo: Governor Fletcher speaks at Kick-off for Kentucky Employees Charitable Campaign



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July 2006

Summertime: Turning Up the Heat on Wellness

Summers are always busy, and mine is no exception. It started with a special session of the General Assembly that ensured nearly 70,000 Kentucky businesses would receive close to \$45 million in tax relief.

Summertime gives us perfect opportunities to get physically fit. Whether we play ball outside, do yard work or avoid the heat by walking inside on a treadmill, I encourage Kentuckians to get fit for life. This is why I supported the implementation of the Wellness Works Kentucky program. State employees can start on their lifetime of physical activity by visiting the Personnel Cabinet's new Wellness Works Web site at wellnessworks.ky.gov.

Changing our lifestyle behaviors for the better means improving the quality of our lives. Several state agencies offer physical fitness opportunities for employees. I encourage you to set personal health goals and make a commitment to engage in at least 15 to 30 minutes of physical activity every day. What you decide to do is up to you. You can take a short walk, swim or play outside with your children or grandchildren.

As temperatures rise, so should our goals for physical and mental fitness: Mind, Body and Spirit. Wellness Works Kentucky!

A handwritten signature in black ink that reads "Ernie Fletcher". The signature is written in a cursive, flowing style.

Thank you,
Ernie Fletcher, Governor



AN EQUAL OPPORTUNITY EMPLOYER M/F/D

State Employees Kick-off Annual Fund Campaign

With a stroke of the pen, Governor Ernie Fletcher and Secretary of State Trey Grayson kicked off the 2006 Kentucky Employees Charitable Campaign (KECC) by signing the "Pledge to Participate" – a commemorative colonial-looking document meant to play upon this year's theme, *We the People: Committed to Making a Difference*. Fletcher and Grayson were joined by other constitutional officers, cabinet secretaries, and hundreds of state employees pledging to support the 2006 campaign, one which organizers hope will be the largest campaign to date.

"Through the work they do each and every day, state employees demonstrate their commitment to making a difference in the lives of fellow Kentuckians," said Governor Fletcher. "Through the KECC, state employees have yet another opportunity to make a difference – a difference in the lives of those in need. The generosity of state employees has always been strong, and I am confident that this year's efforts will reflect their unbridled spirit for making a difference in our commonwealth."

The KECC is comprised of six partner charities: Christian Appalachian Project, Community Health Charities, Easter Seals Kentucky, Prevent Child Abuse Kentucky, United Ways in Kentucky, and WHAS Crusade for Children. The six partner charities support more than 1,000 agencies, programs and services all across the Commonwealth, representing almost every aspect of health and human services.

Grayson, the chairman of the 2006 campaign, remarked, "We should all be particularly touched by the difference we make in individuals' lives by supporting the KECC and through our strong relationship with KECC's six partner organizations. We help mothers by providing affordable childcare for children with special needs, so that mothers can work a steady job. We give others the extra support needed to complete a college education. We, as employees of the Commonwealth, are making these dreams and others, possible for our fellow citizens."

Ron Vanover, park manager at Natural Bridge State Park and a regular contributor to the KECC noted that his contributions go to benefit children. He stated "It is truly a blessing



Secretary Grayson presents a trophy to Finance and Administration Cabinet Secretary John Farris whose cabinet's flag was selected as the best in this year's competition.

to know that I have made a difference in someone's life by contributing to the KECC. With our youth becoming tomorrow's future leaders, I feel that I have given of my monies to a most worthy cause."

Last year, the campaign raised over \$1.37 million to help Kentuckians in need. KECC Chair Grayson predicts that this year will be the largest campaign in KECC history.

"I know that Kentucky state employees have enormous hearts, and I am certain that their generosity will be plentiful," Grayson stated. "We hope to rewrite the record books with this campaign."

Grayson advocated for the 2006 theme because it ties in directly to his initiative to increase the civic engagement of Kentucky's citizens.

"There is no more appropriate way of getting state employees directly involved in making a difference in their communities than philanthropy," remarked Grayson. "Employees' involvement with the KECC is the foundation for stronger civic involvement in their communities."

Over the next several months, employees from every cabinet and agency across the state will encourage state employees to

sign-up for direct contributions to the KECC through an automatic payroll deduction. But perhaps the most fun and excitement around the KECC campaign is derived from the many events thrown across the Commonwealth to raise additional funds for the campaign. Throughout the year, Kentucky employees host bake sales, auctions, and other creative events in order to increase awareness about the KECC and generate extra funds.

Helen Morgan, a Bowling Green employee in the Transportation Cabinet who has served 18 years as a KECC Coordinator remarked, "KECC is a wonderful program that involves a lot of work, but it is very rewarding. Our employees continue to be generous in their donations and have great ideas to raise money for KECC. From golf scrambles to silent auctions—the key to participation is to keep it fun."

The Kentucky Employees Charitable Campaign (KECC), established in 1993, is a unique opportunity for Kentucky state employees to donate to the charity of their choice through the convenience of payroll deduction. The KECC is supported and planned each year by state employees, the participating charities and the Personnel Cabinet.

July 2006

Alltech to Sponsor 2010 Alltech FEI World Equestrian Games™ in Kentucky

Governor Ernie Fletcher and Alltech president and founder Dr. Pearce Lyons announced that Alltech will be the title sponsor of the 2010 FEI Games™ in Kentucky. The games, which will officially be known as the Alltech FEI Games™ Kentucky 2010, are the world equestrian championships of the eight disciplines recognized by the Fédération Equestre Internationale (FEI).

"Alltech is a tremendous Kentucky company that competes in the global marketplace," said Governor Fletcher. "Having Alltech's support and sponsorship showcasing the games and Kentucky around the world is a great way to promote this event."

The Alltech FEI World Equestrian Games™ sponsorship is valued at \$10 million. Alltech's name will be used in every official mention, press release and publication. A new logo is being finalized and will be used on items such as stationary and all merchandise sold.

"Alltech was founded in Kentucky, and from our 'Old Kentucky Home' we are now providing natural, nutritional solutions to the animal feed industry with offices in 85 countries around the world," said Alltech president, Dr. Pearce Lyons. "The FEI Games are world-renowned, world-class events, and we are proud to be the title sponsor when they come to the Kentucky Horse Park in 2010."

"I am so enthused that a Kentucky-based company which does business all over the world has stepped up to be the title sponsor," said World Games 2010 Foundation Chairman Jim Host. "I have personally known Dr. Lyons for thirty years and he is truly a great Kentuckian and has built a company from scratch that is one of Kentucky's best kept secrets."

"The Alltech FEI World Equestrian Games™ are fortunate to have the support of such a prestigious company at such a high level and at such an early date," said World Games 2010 Foundation CEO Jack Kelly. "Few events are that fortunate to have that combination with a partner that has also demonstrated its desire and ability to promote the games worldwide."

Alltech is a worldwide leader in the field of animal nutrition. Headquartered in the Nicholasville, Kentucky and with a European Bioscience Centre in Ireland, Alltech has developed a strong regional presence in North America, Europe, the Middle East, Latin America and Asia-Pacific. It also has 14 production facilities strategically located throughout the world. Today Alltech is growing at a rate of 20 percent per annum and has a current

turnover of \$300 million.

The Alltech FEI World Equestrian Games™ will hold the championships of all the major equestrian disciplines simultaneously at a single venue; a relatively new concept. The FEI united six disciplines for the first games in 1990 in Stockholm, Sweden. These included show jumping, dressage, eventing, and the non-Olympic disciplines of driving, endurance, and vaulting. Bringing together the best horses, riders, drivers, and vaulters in the world was a huge success and reinforced interest in all equestrian sports worldwide. In 2002, the sport of reining was added to the event, and in 2010, the United States will be the first host country to welcome para-equestrian events.

In business since 1980, Alltech's presence has grown with offices and distributors in 85 countries and more than 1,700 employees around the world. For more information about Alltech, please visit www.alltech.com.

Lexington will be the first city outside of Europe to host the event. The Alltech FEI World Equestrian Games™ are expected to attract more than 500,000 spectators. Approximately 40 percent of those attending will come from outside the United States. Approximately 800 athletes and 875 horses will compete. They will represent more than 50 countries. More than 1,000 journalists from 100 different countries are expected to cover the event.

The event will have an estimated economic impact to Kentucky in excess of \$100 million, making the Alltech FEI Games™ the largest sporting event ever held in Kentucky. For more information about the Alltech FEI Games™ Kentucky 2010, please visit www.feigames2010.org.

Mobile Command Center Enables KDA to Respond Quickly to Emergencies

The Kentucky Department of Agriculture is prepared to respond quickly to an emergency, thanks to a new \$101,800 mobile command center.

The mobile command center is a 44-foot trailer outfitted with radios and other equipment, allowing it to communicate with other state, federal and local authorities. The unit will be staffed by KDA officials and towed to the scene of an agricultural emergency such as a foreign animal disease outbreak. Generators allow it to operate in areas without electricity.

"Government's first responsibility is to protect the people. Since 9/11, the KDA has worked hard to upgrade its capabilities to respond to any type of agricultural emergency, from animal disease outbreaks to acts of terrorism."

Agriculture Commissioner Richie Farmer said. "Last year's hurricanes reminded us all that it's important to act quickly and decisively in the event of an emergency. The mobile command center will enable the department to bring the necessary resources to an emergency scene, and do it fast."

"The mobile command center has radio equipment that allows us to have a degree of interoperability with mobile responders or other state agencies," said Dr. Ed Hall, assistant director of the KDA's Division of Animal Health. "We have the ability to program our radios to talk to anybody. So if there's a problem anywhere, we have the capability to move into that section of Kentucky and set up an operations center there."

The mobile command center was purchased with two grants. A \$67,000 grant from the Kentucky Office of Homeland Security provided the communications equipment. A \$34,800 grant from the Kentucky Division of Emergency Management provided the trailer, which will be stored at the Boone National Guard Center in Frankfort.

Hall came up with the idea of a mobile command center during a visit to North Carolina. "Their people [in the North Carolina Department of Agriculture and Consumer Services] have vehicles they can operate out of in an emergency," he said. Hall thought a similar unit for the KDA would improve its emergency response capacity and benefit Kentucky's citizens. "Other states have bought trailers to store supplies and materials, but we're using it for the command component," he said.

Hall said the mobile command center will make appearances around the state at major events such as the North American International Livestock Exposition and the Kentucky State Fair. "These appearances will serve as training opportunities to teach our staff how to use the unit," he said.

July 2006

No Thoughts of Retirement for State's Oldest Worker

Christine Crowe is not your typical employee. At 83, she is the oldest full-time employee of the Kentucky Education Cabinet and after more than 47 years on the job, retirement is not in her vocabulary.

The Monroe County native is a placement interviewer in the Louisville KentuckianaWorks One Stop Career Center in the cabinet's Office for Employment and Training (OET). Since she came to work for state government in 1958 during Governor A.B. "Happy" Chandler's administration, Crowe said she has never thought of quitting or retiring.

Crowe said her goal is to work for state government for at least 50 years. In some ways you could say the unmarried Louisville resident is married to her job. "Til death do us part or as long as I'm able and doing the job they want me to do," she said of her career plans.

Crowe is not your typical older worker. According to a recently released federal report called "65+ in the United States: 2005," Americans are living longer, healthier lives but choosing to retire at earlier ages than 50 years ago. The report attributed much of that change in retirement attitudes to better public and private benefit plans.

Unlike Crowe, most older Americans who decide to continue in the workforce are part-time employees. According to the federal report, in 2003 about half of employed men 70 and older and about two-thirds of women 70 and over worked part-time. The reasons for staying in the workforce past full retirement age vary but the report says that people 62 and over most often cite enjoyment of working as the reason they continue.

Crowe graduated from Western Kentucky University in 1942 with a degree in elementary education, and since entering the workforce that year as a sixth-grader teacher, Crowe has never been unemployed. After four years of teaching, Crowe's brother Paul was elected county court clerk in Monroe County and asked her to work for him as a deputy clerk. In 1954, Crowe succeeded her brother as county court clerk and worked in the position for four years. She was the first female elected to a public office in



Christine Crowe, Kentucky Education Cabinet

Monroe County. At 35, she started working for state government in Louisville.

Her varied career has taken her from the small town of Tompkinsville to Louisville. "The first year I taught in a one-room school in Monroe County. We didn't even know there was another county," she said laughing. "I got lost the first day finding the building" in downtown Louisville at Second and Walnut streets. In 1960, the office moved to its current location at Sixth and Cedar streets.

"I've stayed because I like the job. I have no regrets of working for state government," she said. "The biggest reward is finding jobs for people and making a change in their lives." Crowe's first state job was as an employment interviewer and she made \$300 a month.

For about 25 years of her OET career Crowe was a supervisor in the Louisville office but she says she is happy not to have supervisory duties now. As a placement interviewer, Crowe counsels and places people in jobs, sets up job tests to determine their skills and refers them to other agencies for help.

"People ask me every day 'Miss Crowe, when are you going to retire?'" said, Crowe, who has worked under 12 Kentucky governors. While many workers count the days until

they can retire, Crowe would be lost without her job and coworkers.

Crowe likes to arrive at work at 5:45 a.m., - even though she doesn't officially start on the clock until 7 a.m., - to get the office ready for her coworkers and customers. "I'm the first one here. I just like coming in and being busy. I can't stand to sit. I have to be doing something."

Crowe said she has been late to work only one day in the 47 years she has worked for state government and she is quick to point out that it wasn't her fault. She says the condition of the streets in Louisville was so bad they stopped her bus and let people off to get a cup of coffee and that delayed her.

Crowe can quickly pull dates and names from her memory bank without having to look them up. She likes to stay busy at home as well as at work. Among her hobbies, Crowe enjoys gardening and push mowing her lawn. She keeps fit physically by walking two miles a day and stays mentally sharp by doing the jumbo word puzzle in the Louisville Courier-Journal newspaper every day.

Taking Teams to the Top: Advice From Former Astronaut Rick Searfoss



Purpose, Program, People, and Perspective: these are the four “P’s” that lead to team success, according to former astronaut, Colonel Rick Searfoss. Searfoss shared his advice for taking teams to the top with participants in this year’s Kentucky Government Technology Awards, held in Lexington in April.

“Choose to do the hard things,” Searfoss said. “If we have love and passion for what we do, it’s contagious. We pass it on, but we have to have both love and passion for ourselves before we can instill it in others”, he added. Flying 61 different types of aircraft, Searfoss knows about passion in his work. With over 939 hours in space, he shared that passion with crew members as he piloted three space shuttles and commanded a third, the “Neurolab” mission on Columbia in 1998.

YOUR MISSION Have a mission that matters. Being a former astronaut, Searfoss is used to flying missions, but he says, it’s the missions that serve others that truly matter, like those who work in state service. He lives by the slogan, “Keep it simple.” Sometimes solutions don’t have to be grand or costly. That’s why Searfoss says it’s important to recognize the “kernels of greatness,” both in ourselves and in those around us. All of us have a purpose in our organization; all of us have ideas.

TAKE CHANCES “Don’t be afraid to take chances and fail forward,” Searfoss teaches. “Opportunity is fleeting.” So if you fail, move on to the next mission. Don’t look back at past failures unless you learn from them. Missions fail all the time. NASA didn’t give up after “Challenger” exploded in 1985.

Once you have launched the passion and energized the mission, it’s time to bond the crew. People make missions a success. To secure the team, identify each individual’s skills. “We all have an important role to play in what’s important”, Searfoss explained.

LEADERSHIP “Once you get to orbit, everyone is a mission specialist.” He adds, “Leadership is nothing more than influencing other people.” It’s how you influence, through listening and acceptance, that makes the difference, constantly breaking down barriers between people. Searfoss encouraged the audience to incorporate the wisdom of others, and to always remember, “Your efforts can have global effects.”



Original Paul Sawyer watercolor of Frankfort’s historic Berry Mansion.

Historic Properties Acquires Original Sawyer Watercolor of Berry Mansion

The Finance and Administration Cabinet’s Division of Historic Properties recently acquired an original Paul Sawyer watercolor of Frankfort’s historic Berry Mansion.

The original artwork was restored by renowned paper conservator Christine Young of Nashville, Tenn. A limited number of prints have been produced for the Division of Historic Properties by Gerald Printing of Bowling Green. The prints are \$30 and may be purchased online at www.kentucky.gov/mail/store; or by calling the Division of Historic Properties at 502-564-3000, ext. 228.

The painting, which features a west view of the mansion, was completed by Sawyer between 1904-1908. It is one of 11 paintings of the Berry Estate at Juniper Hill commissioned from Sawyer by Mr. and Mrs. George Franklin Berry, who built the stately mansion overlooking the Kentucky state Capitol in 1900. The painting is preserved in its original

frame with a label from Brower’s furniture store in Lexington. Brower’s served as the exclusive agent for Paul Sawyer paintings from 1908-1910 when there were no private galleries in the area to represent local artists.

Although the painting remained in the Berry family until its recent sale to Historic Properties, it has traveled through several states, including Florida and North Carolina.

The artist, Paul Sawyer, was born in Table Rock in Madison County, Ohio on March 23, 1865. Sawyer, whose artistic talents were evident from a young age, moved to Frankfort with his parents when he was five. He studied his craft at the Cincinnati Art Academy before moving to New York City to further his training. He then moved to Covington, Kentucky to study under Frank Duveneck, a famous oil painter. Sawyer returned to Frankfort upon completion of his studies. He made a living primarily by painting portraits commissioned by well-to-do families, as well as scenes of the Elkhorn Creek and Kentucky River. He died on November 8, 1917 at the age of 52 and is buried in the Frankfort Cemetery.

July 2006

Kentucky State Police Names Trooper of the Year

The Kentucky State Police named Trooper Joie Peters 2005 Trooper of the Year. Forty-three other troopers and three civilians were also recognized for acts of meritorious service and achievement, valor, bravery, life-saving acts, professionalism and dedication to duty. One trooper was promoted to the rank of sergeant.

A 12-year veteran of the Kentucky State Police, Det. Peters is assigned to KSP Post 7 in Richmond, which covers Madison, Clark, Estill, Lee, Jackson, Owsley, Garrard, Lincoln, Boyle, Mercer and Jessamine counties. Some of his accomplishments during the past year include:

- Solving a 2004 Estill Co. murder case that resulted in a 25-year sentence.
- Solving an Estill Co. murder that grew out of a missing persons case, resulting in four arrests.
- Solving an Owsley Co. murder case that had originally been classified as a suicide.
- Investigating a triple murder in Owsley Co. that resulted in three arrests and the discovery of a fourth murder associated with the case.
- Working a phone negotiation with a subject who had barricaded himself in a Jackson Co. residence and pointed handguns at deputy sheriffs. After three hours, Peters was able to convince the subject to surrender without incident.
- Assisting the U.S. Secret Service in a Jackson Co. case involving the production of \$20,000 of counterfeit money in exchange for oxycontin.
- Solving two "cold" murder cases, one dating back 16 years and the other 18 years.

"Det. Peters' investigative skills and



KSP Lt. Mark Miller, Trooper Joie Peters, Captain Greg Gay KSP Post 7 Commander

his determined drive to get to the truth has resulted in many arrests of suspects who thought they got away with murder," said Capt. Greg Gay, commander of KSP Post 7. "The only people who can speak for the victims in these violent crimes are investigators and Det. Peters' abilities speak loud and clear. His efforts are a testament to his professionalism, hard work and dedication to this agency and the citizens of the commonwealth."

"Each day the brave men and women of the Kentucky State Police make extreme personal sacrifices and put themselves in harm's way in order to administer the laws of our society," said Gov. Fletcher. "In so doing, they have earned and deserve our respect and gratitude. The Kentucky State Police awards are a fitting tribute to these dedicated men and women and a reminder to all of us of the important role they play in our lives."

Twenty troopers were named Trooper of the Year at the post or branch level.

KDLA Director Receives 2006 Outstanding Public Library Service Award

Judith Gibbons, field services director at the Kentucky Department for Libraries and Archives (KDLA) for the past eight years, was honored with the 2006 Outstanding Public Library Service Award from her peer professionals in the Kentucky Library Association (KLA).



Virginia G. Fox, secretary of the Education Cabinet, said, "As a former elementary school librarian, I know the importance of the work that all librarians do for our state. I appreciate Judith Gibbons' dedication to her profession and to her community. It is a tremendous honor to be recognized for outstanding work by your peers."

Gibbons has worked in the library field for 28 years, having been director of the Woodford County library for more than 13 years before coming to KDLA. As field services director at KDLA, she oversees the agency's work with all the commonwealth's public libraries through a network of regional consultants and other agency professionals. The Versailles resident also serves as the president of the Southeastern Library Association (SELA), a coalition of librarians from 13 southern states. KDLA is an agency in the Kentucky Education Cabinet.

James A. Nelson, state librarian and commissioner of KDLA, applauded the award to Gibbons and said, "Judith has done much to strengthen our public libraries and to improve our services for blind readers. She is well recognized for her professionalism at the state, regional and national level, but this prestigious award from her peers is especially impressive. We're lucky to have Judith in this agency and in this state."

In presenting the award, Lisa Rice, assistant director of the Bowling Green Public Library and chair of the Kentucky Public Library Association, said, "Judith Gibbons has a passion for libraries and library advocacy that is unequalled. More importantly, Judith is a mentor to many of us across the state, inspiring us to achieve the excellence she models."

Gibbons, who is noted for her contributions to public library advocacy, has been named incoming chair of the American Library Association (ALA) Public Awareness Committee. She is a member of the board of the Kentucky Book Fair, and chairs its grants committee. She earned a master's degree in library science from the University of Kentucky, and a master's degree in public administration from Kentucky State University.

July 2006

Personnel Cabinet Honored With Two Awards

The Personnel Cabinet is the proud recipient of two awards for programs designed to improve employee services in mediation and health insurance enrollment. Together, the programs saved the commonwealth more than \$372,000 last year.

The National Association of State Personnel Executives (NASPE) awarded the Personnel Cabinet the 2006 Eugene H. Rooney, Jr. Award for its Kentucky Employee Mediation Program (KEMP), designed to solve conflicts between employees before they escalate.

"Conflict resolution promotes a healthier work environment," said former Personnel Cabinet Secretary Erwin Roberts. "I am very proud of the team of 18 mediators who promote good human relations between employees every day."

KEMP was established in June 2001 as an alternative conflict resolution program. Prior to KEMP, state employees had to file a grievance with their supervisors or an appeal to the Personnel Board on any employment issue. There were few favorable decisions at the grievance level which led to a dramatic increase in appeals to the Personnel Board. As a result, cases became backlogged and decisions could take as long as six months from the date of appeal.

The mediation program saves the commonwealth time and money in resolving conflicts before they reach the level of a Personnel Board complaint. Through KEMP, the mediation process is usually completed in four hours or less, with a mutually satisfactory agreement reached 80 percent of the time. The Personnel Board, which often refers appeals to mediation, credits KEMP with a 63 percent increase in settlements. The average cost savings is \$6,500 for every case settled. With 37 mediations conducted last year, KEMP was able to save the Commonwealth \$238,500.

Kentucky will be formally recognized and presented with a plaque during NASPE's annual meeting August 12 - 16 in San Antonio, Texas.

Personnel's Department for Employee Insurance (DEI) was named winner of the Kentucky Digital Government Summit Award for developing a new online Web application for the health insurance enrollment plan. The award, entitled Best Application Serving a Public Organization's Business, was announced at the Kentucky Digital Government Summit, held in Lexington.

"We received positive feedback from customers that the process of enrolling online was so quick and easy," Roberts said. "Plus, online health insur-

ance enrollment saved the commonwealth nearly \$134,000 this past fall by creating less paperwork and more efficiency in government." The savings will grow each year as new participants are added.

Manual enrollment required a large staff to handle rate and plan changes, distribution of enrollment handbooks, paper applications, phone calls and opening and scanning paper applications into the system. Forty to sixty temporary employees were hired each year during open enrollment to manually process each application. As a result of the online applications, open enrollment was completed four weeks earlier this year with a considerable cost savings in salary.

This was the sixth year that the Commonwealth Office of Technology (COT) partnered with Government Technology magazine and industry sponsors to host the Kentucky Digital Government Summit. "Personnel Cabinet employees in DEI as well as KEMP worked diligently to make both these programs a huge success," Roberts said. "The awards are a pat on the back for jobs well done."

KSP Unveils Drug Abuse Education Trailer

The Kentucky State Police introduced a mobile substance abuse exhibit designed to educate the public about the devastating effects of drug abuse.

The 40-foot trailer features a mock methamphetamine lab and marijuana grow, a video presentation of actual methamphetamine users, before-and-after images of drug users and a video loop of anti-drug messages.

The hope is that schools and event planners will take advantage of the new Substance Abuse Information Center (SAIC).

Teresa Barton, Deputy Secretary of the Justice Cabinet, said the trailer would provide an excellent vehicle for initiating conversations about drugs among young people and adults.

"Many adults are uncomfortable talking to children about drugs and other harmful behaviors," said Barton. "As the images in these exhibits show, drug abuse is present here in Ken-

tucky and cannot be ignored."

Seventh-grade students from Second Street School in Frankfort who toured the trailer said they found it interesting and scary.

"I'm not ever going to use drugs," said Evan Wright, as he emerged from the trailer. "They showed a young girl who was really pretty and then just a few years after using meth she looked terrible, like an old woman. It's scary."

Deputy Commissioner Ricky Stiltner said the trailer represents a unique opportunity to capture the attention of the public with its dramatic visuals.

"This innovative exhibit is designed to raise awareness on many levels - addiction, detection, recognition, treatment and, we hope, prevention," said Stiltner. "The images people will see here are not pretty, because the reality is that there is nothing pretty about drug abuse."

The Substance Abuse Information Center was funded by a \$50,000 federal Community-Oriented Policing grant. Partnering with KSP in the project were Holly Hopper, coordinator of the Kentucky Alliance for Drug Endangered Children; Kentucky Office of Drug Control Policy; Drug Enforcement Administration; American Dental Association; Partnership for a Drug-Free America; Multnomah County (Oregon) Sheriff's Office; Publisher's Group LLC; Max Margolis, Oregon Partnership; Kentucky Substance Abuse Prevention, Mental Health & Mental Retardation Services; and the Pennyrite Narcotics Task Force.

The displays were designed by KSP Maj. Michael Sapp, Special Enforcement Troop commander; KSP Sgt. Phil Crumpton, state D.A.R.E. coordinator; and Mary Ann Scott, KSP Commissioner's Office. The exhibits were produced and assembled by DCX Displays in Louisville.

Contact the KSP Media Relations

office at (502) 695-6344 for information on how to schedule the Substance Abuse Information Center for an event.

July 2006

Kentucky Public Employees' Deferred Compensation Authority

The Kentucky Public Employees' Deferred Compensation (Authority), the Commonwealth's voluntary supplemental retirement program, recently received a notice of approval from the Internal Revenue Service for non-bank trustee status. This approval will enable the Commonwealth to proceed with implementation of deemed Individual Retirement Accounts (IRA) for 401(k) Plan participants.

"Proudly, Kentucky is the first state to receive from the IRS non-bank trustee status for its governmental 401 (k) Plan," said Personnel Cabinet Secretary Brian Crall. "This is a major step forward in offering Commonwealth employees the option of one-stop shopping for their supplemental retirement savings through the Authority's program."

The Deemed IRAs are being targeted for implementation next year by the Authority. When implemented, 401(k) Plan participants will be able to invest in both or either a deemed traditional (tax-deductible) or Roth (after-tax) IRA as well as the Authority's existing 401(k) and 457 Plans. Participants will also be able to rollover existing IRAs into the new Authority IRAs. Participants have the ability to invest in over 25 different low cost, well known and high quality mutual fund options.

"I am very optimistic that many participants will take advantage of the exceptional opportunity to consolidate their supplemental retirement savings vehicles into one simplified, cost-effective and unified investment program," said Robert C. Brown, CRA, CRC, the Authority's Executive Director.

The Authority rolled out a Roth 401(k) option for participants on July 1, 2006. A 403(b) retirement plan is also in the planning stages for calendar year 2008. Once all of these new savings vehicles have been fully introduced, the Authority's current program consolidation efforts will have been completed.

The Authority Plans currently have combined assets of approximately \$1.3 billion, more than 67,000 participants and over 750 participating employers. Earlier this year, Pension & Investments identified the Authority program as one of the top 1,000 pension funds (both public and private) in the country. The Authority has also received numerous national awards from the National Association of Government Defined Contribution Administrators for its innovative work in plan design and administration.

For additional information, please contact Robert Brown at 502-573-9186.

2006 Annual Investment Education Expo: Countdown to Retirement

September 12th, Frankfort Civic Center,
9:00 a.m. to 4:00 p.m.

- Three 45 minute programs offered
- Authority & Nationwide Retirement Solutions (NRS) staff on hand
- Mutual Fund representatives available

Interested employees should get prior approval to attend. For more information, contact the Kentucky Deferred Compensation Authority at (502) 573-7925 or 800-542-2667.

Anderson Laureate Award Nominations

Due: August 22, 2006

Nominee: One who has enhanced Opportunity & Equality in the areas of Race, Color, Age, National Origin, Gender, Religion or Disability.

*For more information contact the
Office of Human Resource Planning and
Diversity initiatives.*

(502) 573-0321

Changing the World: Making a Difference



**COMMONWEALTH OF KENTUCKY
PERSONNEL CABINET**

**200 FAIR OAKS LANE
5TH FLOOR
FRANKFORT, KY 40601**

July 2006

Dear State Employees:

Though just days into the challenge of serving as your Secretary, I have quickly come to appreciate the many fine and talented people that fill our Cabinet. This makes me all the more grateful to Governor Fletcher for the honor and privilege of the appointment.

My years on the State Government Committee and my experience with health insurance issues should provide me with helpful insight into many of the issues you face as employees and we face as a Cabinet. I am pleased to come on board at a time when the Department for Employee Insurance was just awarded the Kentucky Digital Technology Award for making health insurance enrollment easier with online enrollment, saving the Commonwealth time and money in operational costs.

I also come at a time when the Kentucky Employee Mediation Program (KEMP) was awarded the 2006 National Association of State Personnel Executives (NASPE) award. I look forward to continuing this great program and sharing more knowledge about it statewide to expand participation in KEMP.

Having spent nearly 20 years of my professional life working in the wellness and fitness field, I am eager to assist the launch of the Wellness Works Kentucky Program called Active for Life.

The Kentucky Human Resource and Information Systems Program (KHRIS) will make it easier for everyone in the Commonwealth to apply online for a state government job. No longer will applicants have to drive from across the state to Frankfort to hand deliver their applications.

With these programs and others, I join you in the longstanding efforts of the Personnel Cabinet to better serve our fellow state employees so they can better serve the citizens of our Commonwealth they come in contact with every-day.

Your dedication and service to the Commonwealth is much appreciated. Thanks for all you do everyday.

Sincerely,

Brian J. Crall, Secretary
Personnel Cabinet



AN EQUAL OPPORTUNITY EMPLOYER M/F/D

July 2006

Easy Listening: Summer Reading from the State Library

What are you doing on your summer vacation...sunbathing on a tropical beach, spending a few days at your favorite fishing spot, making that long drive to visit family, or just lounging in the back yard? Whatever your vacation plans, let the State Library help you relax with a selection from its popular audiobook collection.

Mystery fans will love the "Home Repair Is Homicide" mysteries of Sarah Graves (Tool and Die) and Kentuckian Sue Grafton's "Alphabet Mysteries" (A is for Alibi; S is for Silence). Go back to the "Old West" with Stephen Bly (Hard Winter at Broken Arrow Crossing) or the "New West" with Tony Hillerman (Skeleton Man).

If you yearn for something a little more "down home," try the humor of Patrick F. McManus (The Bear in the Attic) or the wit of Jill Conner Browne (God Save the Sweet Potato Queens). If you enjoy the classics, you will find Rudyard Kipling (Captains Courageous), Henry James (The Turn of the Screw), and William Faulkner (Intruder in the Dust).

The collection also includes biographies (Thomas Jefferson, Elvis Presley, Ted Williams), history (1776, Founding Mothers), true-life adventure stories (Shadow Divers, Race to the Pole), sports (Bat Boy, Climb), travelogues (River of Doubt, Himalaya) and more. The kid in you will also find folktales, ghost stories, and even Harry Potter.

These are the easiest books you will ever "read." Just pop in a tape or CD and push "Play." Then sit back and be transported to other places and other times. Browse the collection using the State Library's Online Catalog at <http://kdla.kyvl.org/>.

Audiobooks can be checked out for 28 days with a State Library card. If you don't have a card, you can apply online at http://www.kdla.ky.gov/sgworker/librariycard_state.htm. To request items, call the State Library at 502-564-8306 or 800-928-7000, ext. 342. You can also request items over the Internet with the KY Gov. Employee Materials Request form at http://www.kdla.ky.gov/research/asklib_sg_materials.htm. If you can't get to the library, they will send

audiobooks and other materials directly to you at work anywhere in the state through messenger or regular mail.

Other materials at the State Library include a general nonfiction and Kentucky book collection, a media collection with documentaries, management and staff training, health and safety, and computer instruction. The State Library also provides access to a variety of databases and online sources.

The State Library is dedicated to serving the information needs of state government employees. Hours are 8:00 to 4:30 Monday through Friday. If you have questions, contact the library by phone or by email through the "Ask a Librarian" service at <http://www.kdla.ky.gov/research/sgasklib.htm>.

So think of the State Library for your summer vacation "reading" and all your other work-related information needs.

Employees Take Part in "Eye Opening" Disability Training

"Challenging," was the one word used to describe a recent training seminar in the Personnel Cabinet.

The training was "hands-on" to say the least. Those who attended the seminar were given a chance to see the world through the eyes of someone with a disability. From goggles that distorted vision to simulate dyslexia, to gloves with cotton tips to show employees what it would be like to have Cerebral Palsy, employees experienced a day in the life of the disabled. Participants also learned the challenges of the wheelchair bound, as well as those of the blind.

"This training is meant to bring about awareness and sensitivity to people who are disabled," said Kim Kain, one of the seminar instructors.

For more information on disability training, you can contact your agencies' American Disabilities Act (ADA) coordinator.



Claude Anderson of Staffing Services tries maneuvering a wheelchair

July 2006

Richmond Hospice Care Plus Breaks Ground

Governor Ernie Fletcher and the Governor's Office for Local Development (GOLD) awarded a \$500,000 Community Development Block Grant (CDBG) for the city of Richmond to be used for the Richmond Hospice Care Plus Project. Senator Alice Forgy Kerr was on-hand to represent Governor Fletcher at the groundbreaking ceremony.

"Hospice programs aid families in their greatest hour of need," said Governor Fletcher. "Richmond Hospice Care Plus is providing this service to those who need it, regardless of their ability to pay. This will ease the minds of many families whose loved ones are in need of this service."

The city of Richmond will utilize CDBG funds to assist with the construction of a 16,000 square foot hospice inpatient facility on five acres of land. When complete, the unit will provide care for patients and their families regardless of their ability to pay. Patients admitted to the facility may need additional care for pain and symptom management or may have no caregiver to provide assistance for them during their final weeks of life. The non-profit has committed to creating approximately 30 new jobs to staff the facility.

Senator Alice Forgy Kerr (R-Lexington) noted, "This funding has provided the final piece of financial support to get this project off the ground. I know how important this project is to the communities that are affected."

Senator Ed Worley (D-Richmond) said, "This service provides compassion and dignity to some of our most vulnerable citizens. This project is important to Richmond and the surrounding counties."

Hospice Care Plus, Inc. has operated as a non-profit organization in Madison County since 1981. Their mission is to provide care and services to terminally ill patients that reside in Estill, Lee, Madison, Owsley and Rockcastle Counties. The proposed unit will have 12 patient beds and will be designed with adequate space for family members to stay overnight. The building will also contain dining facilities and support service offices.

Hospice care will be provided by a team of professionals that will include a chaplain, medical director, nursing assistant, pharmacist, primary care physician, registered nurse and social worker.

"This project has profound implications for those individuals who require hospice care. Individuals will be able to receive the best medical care while being close to their family," noted Representative Harry Moberly (D-Richmond).

Kentucky's U. S. Congressional leaders continued support of the CDBG program has made the funding available nationally as well as within the commonwealth. The U.S. Department of Housing and Urban Development makes these funds available through GOLD, which administers the CDBG Small Cities program in Kentucky.

\$5.6 Million in Victims of Crime Act (VOCA) Funds Available to Communities

Funding is available through the Justice and Public Safety Cabinet for the Victims of Crime Act (VOCA) program. Approximately \$5.6 million in grants is available representing a six percent increase from last year.

The VOCA program is for hands-on assistance to victims of crime, which includes expanding direct services to the victim. These services may include crisis intervention and follow-up, therapy, group counseling, information and referral, court advocacy and assistance with victim compensation claims.

Private and non-profit programs such as domestic violence shelters, children's advocacy centers, rape crisis centers, as well as prosecutor based advocates, and other advocacy programs that currently provide or want to provide direct service to victims of violent crime may obtain an application, at our Web site: <http://justice.ky.gov/departments/gmb/> or may contact the Justice and Public Safety Cabinet for additional information.

Donna Langley, the VOCA Program Director, is located at 125 Holmes Street, Frankfort, Ky. 40601, and can be contacted at 502-564-3251 tel; 502-564-5244 fax; or email at donna.langley@ky.gov. The awards are scheduled to be announced in September 2006.



Learn how to Live Well, Work Well: Mind, Body and Spirit.
Visit Wellness Works Kentucky at www.wellnessworks.ky.gov